

# Examples of Three Governance Structures

For discussion purposes only

Washington State  
Health Care Authority

The logo for the Washington State Health Care Authority. It features the text "Washington State" in a dark blue serif font, followed by "Health Care" in a larger, bold dark blue serif font, and "Authority" in a dark blue serif font. A large, stylized red swoosh or arc is positioned behind the word "Authority", starting from the left and curving upwards and to the right.

# DIFFERENT GOVERNANCE STRUCTURES

## Washington HCA / PEBB

Shared authority between HCA and PEBB

Decides on the following areas:

- Covered benefits
- Benefit plans design
- Eligibility requirements
- Premium contributions

### Makeup:

- Nine members appointed by the Governor, seven are currently voting members.
- HCA director serves as chair.

## Oregon Educators BB

OEB Board has authority for the OEGB Program

- Rulemaking, budgeting and staffing responsibility.

Decides on the following areas:

- Benefit year budget
- Covered benefits
- Benefit plans designs
- Carriers and providers
- Eligibility requirements
- Premium contributions

### Makeup:

- Ten members appointed by the Governor and confirmed by Senate.
- Elect chair and vice-chair.

## K-12 Local Districts

Varied authority among committees

- Single committees made of up labor and management to develop guiding policy.
- Some establish uniform standards, processes, etc. across all bargaining groups and management.
- Trusts that do same as above.
- Some have advisory committees which inform management with decisions made by management.

### Key success factors:

- Collaboration
- Trust
- Decision-making process.

# WASHINGTON STATE PEBB

Appointed by Governor -

- 2 representatives of state employees, 1 of whom shall represent an employee union certified as exclusive representative of at least one bargaining unit of classified employees, and 1 of whom is retired, is covered by a program under the jurisdiction of the board, and represents an organized group of retired public employees.
- 2 representatives of school district employees, 1 of whom shall represent an association of school employees and 1 of whom is retired, and represents an organized group of retired school employees.
- 4 members with experience in health benefits management and cost containment.
- The (HCA) director.
- Ex Officio – Representative of the Attorney General's Office.

Note: The member who represents an association of school employees and 1 member with experience in health benefits management shall be non-voting members until such time that there are no less than 12,000 school district employees enrolled for health care coverage.

# WASHINGTON STATE PEBB DUTIES

- Study all matters connected with the provision of health care coverage, life insurance, liability insurance, etc. for employees and their dependents on the best basis possible with relation to both the welfare of the employees and to the state.
- Develop employee benefits plans that include comprehensive health care benefits for employees.
- Except if bargained for under chapter 41.80 RCW, the board shall design benefits and determine the terms and conditions of employee and retired employee participation and coverage, including establishment of eligibility criteria subject to the requirements of the Chapter.
  - Employer groups obtaining benefits through contractual agreement with the authority may contractually agree with the authority to benefits eligibility criteria which differs from that determined by the board. The eligibility criteria established by the board shall be no more restrictive than as defined in the Chapter.
- Authorize premium contributions for an employee and the employee's dependents in a manner that encourages the use of cost-efficient managed health care systems.
- Develop a health savings account option for employees.
- Develop a high deductible health plan to be offered in conjunction with HSA.
- Establish penalties to be imposed when the eligibility determinations of an employing agency fail to comply with the criteria under this Chapter.

# OREGON EDUCATORS BENEFITS BOARD

Appointed by Governor, Confirmed by Senate:

- 2 members representing district boards
- 2 members representing district management
- 2 members representing non-management district employees from the largest labor organization representing district employees
- 1 member representing non-management district employees from the second largest labor organization representing district employees
- 1 member representing non-management district employees who are not represented by labor organizations described above.
- 2 members with expertise in health policy or risk management

# OREGON EDUCATORS BENEFITS BOARD DUTIES

- Adopt rules for conduct of its business
- Adopt rules to determine terms and conditions of employee eligibility for participation in & coverage under benefit plans
  - May provide options under which an eligible employee may arrange coverage for family members
  - In developing any benefit plan, may provide an option of additional coverage for eligible employees and family members at an additional premium.
- Study all matters connected with provision of adequate benefit plan coverage on the best basis possible with regard to the welfare of employees and affordability for districts
- Prepare specifications, invite bids and award contracts for health & dental benefit plan coverage.
- May retain consultants, brokers, or other advisory personnel when necessary.

# CONSOLIDATED PUBLIC SCHOOL EMPLOYEES BENEFITS BOARD – DRAFT IDEAS

Appointed by Governor -

- Designated number of members representing district management and boards
- Designated number of member(s) representing non-management district employees from labor organization(s) representing certificated district employees.
- Designated number of member(s) representing non-management district employees from the labor organization(s) representing classified district employees.
- 1 member representing non-management district employees who are not represented by labor organizations described above.
- 1 member with expertise in employee health benefits administration.
- 1 licensed Primary Care Physician as defined in RCW XX with expertise in health care policy and evidence-based health care.
- The HCA director or designee.

Note: The number of representatives designated to represent district management and boards will be equal the combined number of representatives designated to represent non-management employees.

# CONSOLIDATED PUBLIC SCHOOL EMPLOYEES BENEFITS BOARD DUTIES – DRAFT IDEAS

- Study all matters connected with provision of adequate benefit plan coverage on the best basis possible with regard to the welfare of employees and affordability for districts and the state.
  - The board may establish standing committees and ad hoc workgroups to conduct research, engage stakeholders, and make recommendations to support the work of the board.
- Develop employee benefits plans that include comprehensive health care benefits for employees.
- Authorize premium contributions for an employee and the employee's dependents in a manner that encourages the use of cost-efficient health care systems.
- Determine the terms and conditions of employee and retired employee participation and coverage, including establishment of eligibility criteria subject to the requirements of the Chapter.
- Establish penalties to be imposed when the eligibility determinations of an employing agency fail to comply with the criteria under this Chapter.